



# South Carolina Area Health Education Consortium

Agency H530 | FY 2020-21 Budget Hearing  
January 28, 2020

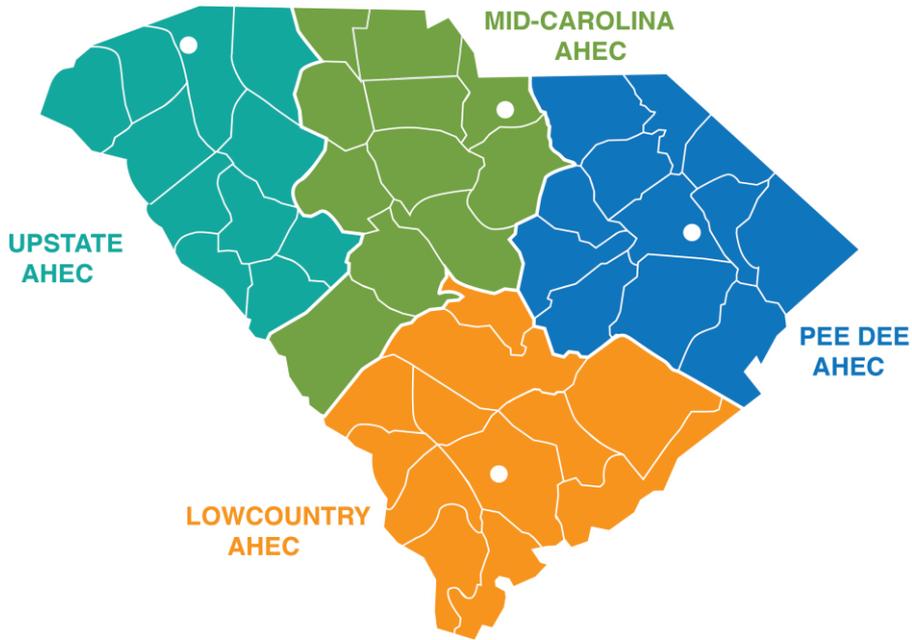
# *Building and Supporting the Healthcare Workforce South Carolina Needs*



We provide education, recruitment and retention programs to build and support the healthcare workforce South Carolina needs.

South Carolina AHEC connects students and professionals with the tools, training and resources necessary to provide quality healthcare, with a focus on primary care in rural and underserved communities.

# South Carolina AHEC



**4 regional centers**  
serve the entire  
state

**1 program office**  
housed at MUSC

# Program Areas



## Health Careers Pipeline Programs

Prepare underrepresented students for academic success and entry into health professions programs



## Continuing Professional Development

Provides education for health care professionals to enhance their clinical skills and maintain licensure



## Health Professions Student Programs

Facilitate health professions student training placements in rural and underserved communities



## Telehealth Education

Educates students and health care professionals about emerging trends in telehealth and technology



## Graduate Medical Education

Supports high-quality family medicine residency training in South Carolina



## SC Office for Healthcare Workforce

Analyzes and provides information about the health care workforce in South Carolina. Learn more at [www.scohw.org](http://www.scohw.org)

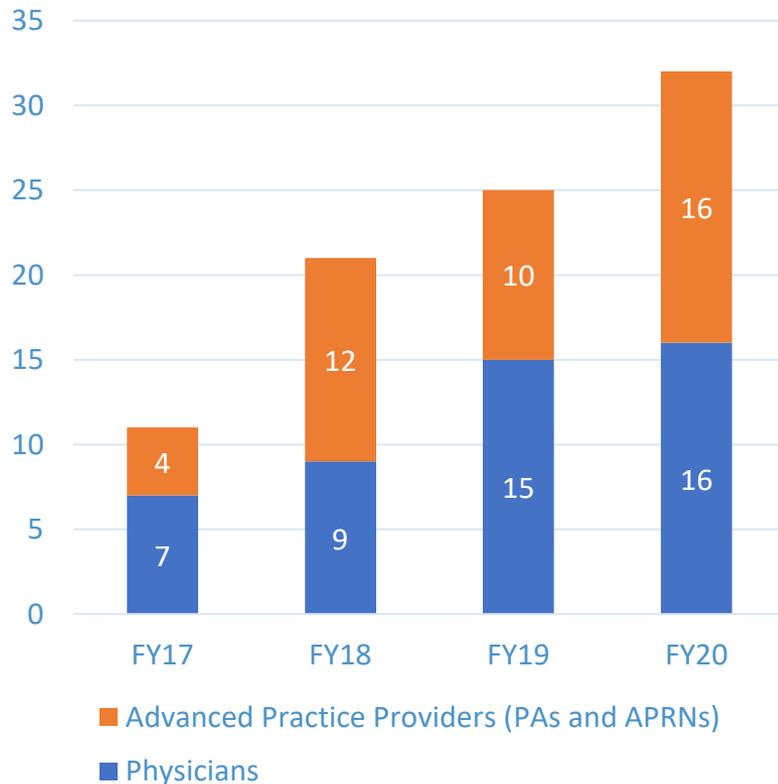


## Recruitment & Retention Programs

Offer financial incentives to clinicians who want to practice in rural and underserved communities

# Update on New Funding

## Rural Incentive Grant Program



- \$250,000 additional recurring funds in FY20
- 7 additional providers funded to practice in rural/underserved areas for at least 4 years\*

\*FY20 contracts pending

# Budget Requests

South Carolina AHEC has no:

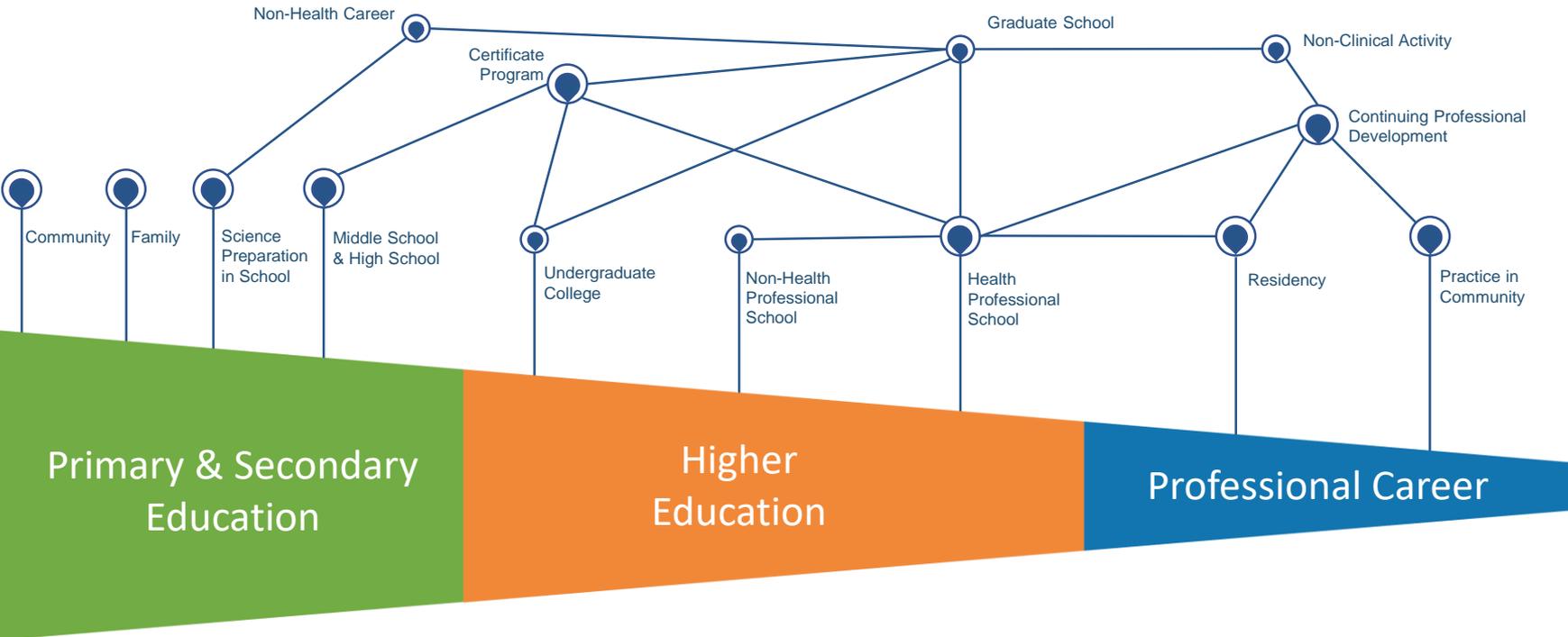
- Non-recurring requests
- Capital requests
- Proviso requests

# Recurring Budget Request

**\$545,000**

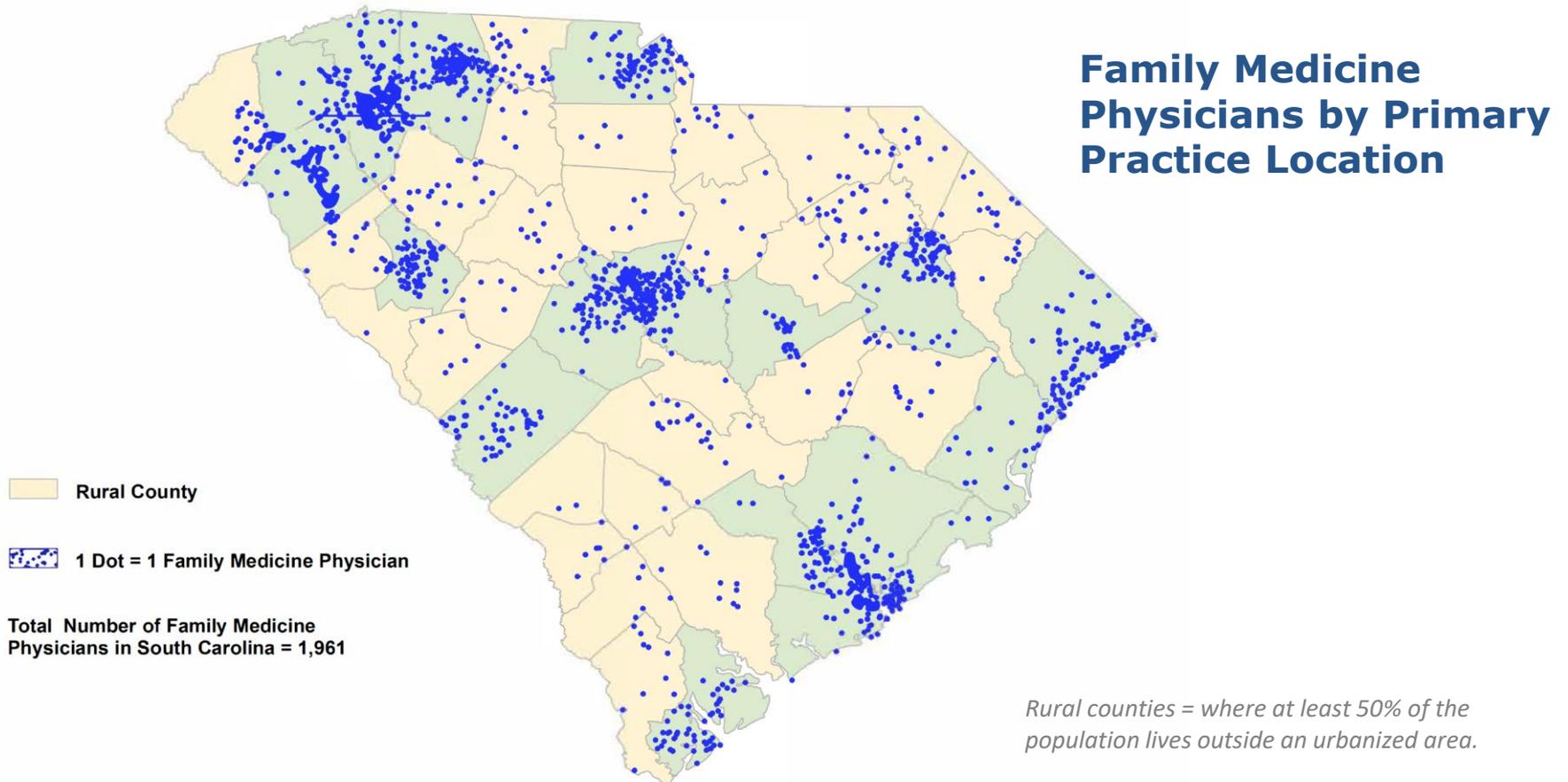
for the SC AHEC Health Careers Program

# Healthcare Workforce Pipeline



Graphic Credit: North Carolina AHEC

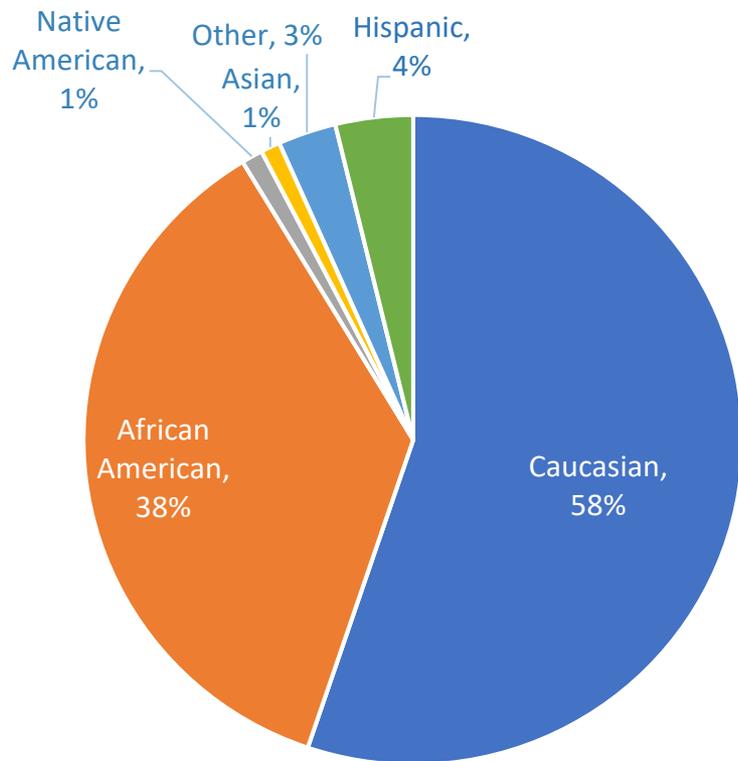
# Healthcare Workforce Distribution



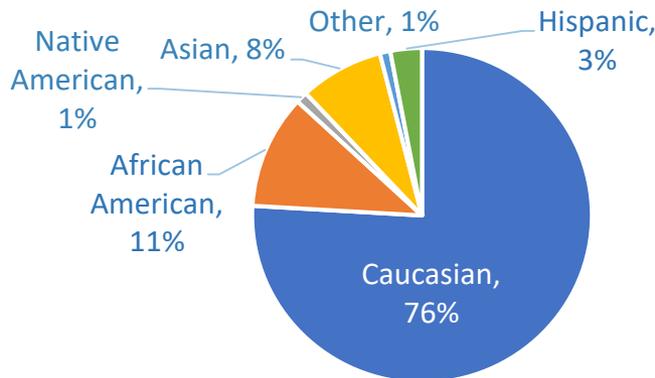
*Credit: South Carolina Office for Healthcare Workforce. This information is based on all Family Medicine and General Practice Physicians with an active license to practice and a practice location in South Carolina as reported during the license renewal period ending 06/30/2017.*

# Healthcare Workforce Diversity

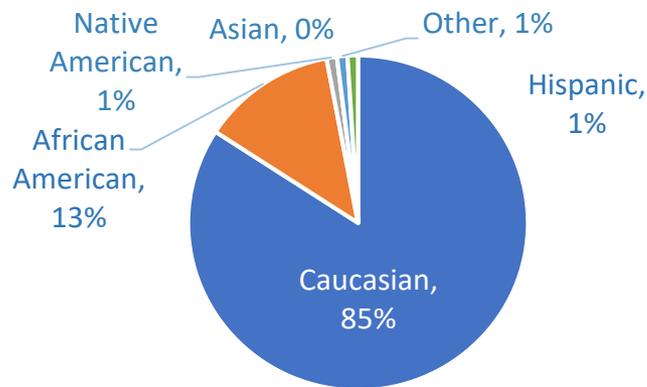
*Communities are better served by a workforce that reflects the diverse range of their populations.*



Rural SC Population



Rural SC Family Physicians



Rural SC Nurse Practitioners

# The Case for a Diverse Workforce

*"Increasing the racial and ethnic diversity of the health care workforce is essential for the adequate provision of culturally competent care to our nation's burgeoning minority communities. **A diverse health care workforce will help to expand health care access for the underserved,** foster research in neglected areas of societal need, and enrich the pool of managers and policymakers to meet the needs of a diverse populace."*

Cohen, Gabriel & Terrell (2002). *Health Affairs*, Vol. 21, No. 5:  
<https://www.healthaffairs.org/doi/full/10.1377/hlthaff.21.5.90>

# AHEC Health Careers Program



AHEC Health Careers Program builds a more **diverse and representative future workforce** by providing support to **underrepresented minority and disadvantaged students** on their paths to becoming health professionals.

# The Healthcare Workforce

Physical Therapy Assistant Medical Imaging Technologist Cardiopulmonary Technologist  
Psycho-Educational Specialist Medical Lab Technician Medical Technologist Radiologic Technician  
Occupational Therapy Assistant Victim Advocate Dental Hygienist Clinical Laboratory Technician  
Nuclear Medicine Technologist Nurse Educator Nursing Assistant Marriage And Family Therapist  
Dietary Manager Dental Assistant Maintenance Staff Community Health Worker Speech Pathologist  
Registered Nurse Certified Nursing Assistant Pharmacist Ophthalmic Med Tech  
Rehabilitation Audiologist Public Health Nurse Administrator Housekeeping Staff Clinical Laboratory Technologist  
Prosthetist Orthotist Medical Records OB/Gyn Psychiatrist Nurse Technician Physical Therapist  
Clinical Perfusionist Health Administration Physician Physician Assistant Occupational Therapist  
Cytotechnologist Dentist Health Information Surgeon Administrative Assistant Electrocardiograph Tech  
Sonographer Pharmacy Tech EMT Pediatrician Paramedic Home Health Aide  
Athletic Trainer Chiropractor Anesthesiologist Podiatrist Dental Public Health Phlebotomist  
Histologic Tech Foodservice Worker Nurse Anesthetist Psychologist  
Patient Care Technician Social Worker Licensed Practical Nurse Nurse Midwife Dietetic Technician  
Speech Therapist Nurse Practitioner Long Term Care Facility Admin Dietitian Counselor  
Massage Therapist Researcher Case Manager Nutritionist Recreation Therapist  
Chaplain Community Health Education Specialist Electroencephalograph Tech  
Radiation Therapy Tech Medical Assistant Advanced Practice Nurse Surgical Tech Respiratory Therapy Tech  
Respiratory Therapist

# HCP is Workforce Development



## Job Exposure

- Expose students to new career possibilities
- Meet and shadow practicing professionals
- Position students for employment opportunities

## Career Preparation

- Prepare students for what is needed to pursue career
- Hands-on experience in labs, skills & job training
  - CNA, Pharm Tech, CPR training

## Academic Support

- Visits to colleges/universities
- Learn about academic requirements & financial aid
- Meet with admissions representatives & selection committees
- Standardized test preparation

# The AHEC Health Careers Program includes:

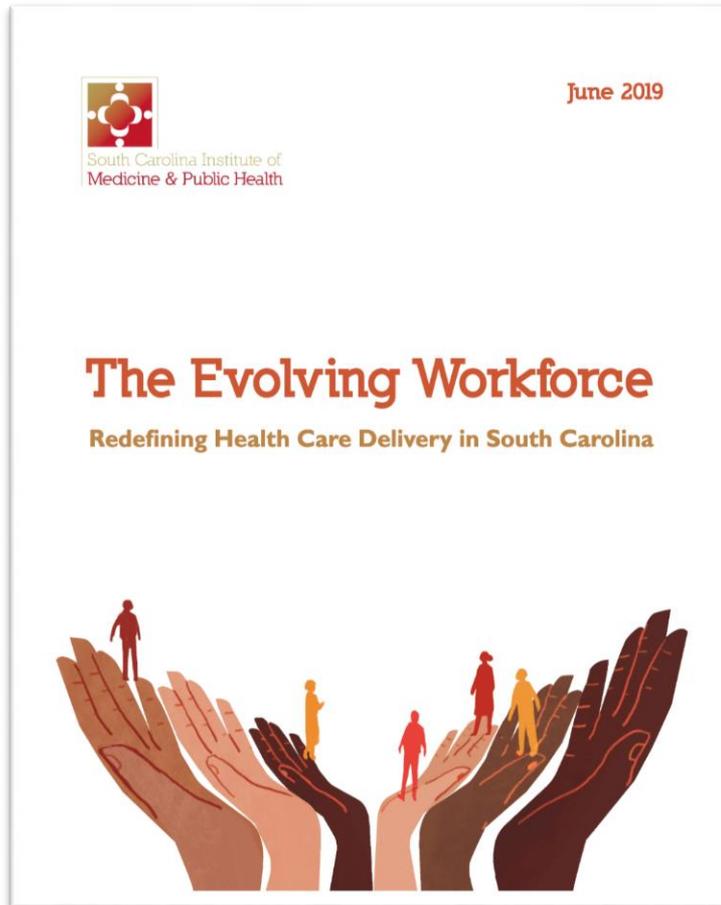
**14,526**

**Job Shadowing Hours**

## Health Career Program Activities

- 20 Educational Modules
- Health Careers Academy
- Academic Advising
- Capstone Projects
- Internships
- Group Meetings
- Mentoring
- Service Learning
- Tours/Field Trips
- Trainings
- Summer Careers Academy
- Volunteer Service
- College Career Path Support

# Health Workforce Taskforce Recommendations



## Training and Educating Health and Human Service Providers

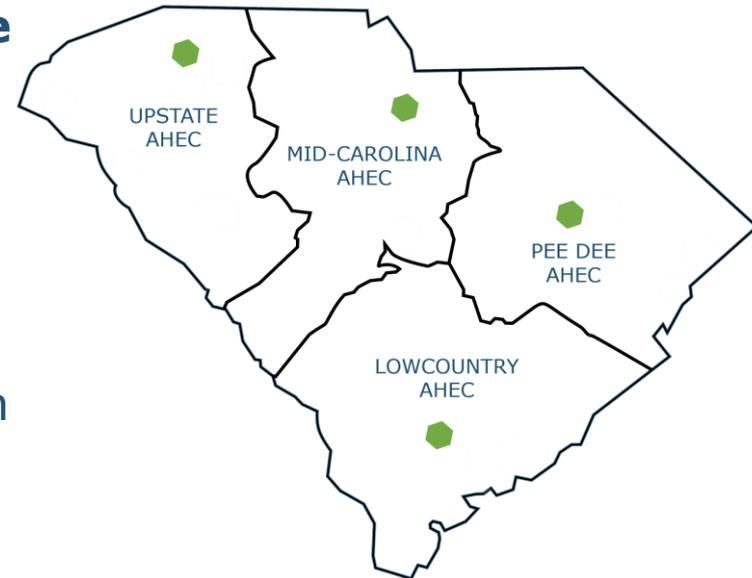
*The Taskforce encourages the State Legislature to consider expanding funding for AHEC's Health Careers Programs, the Arnold School of Public Health's Community Health Workers Institute (CHWI) at the University of South Carolina and other programs that support health and human service providers.*

*Recommendation B-2, Action Step 1*

# Increased Funding = Increased IMPACT

## **\$400,000 in personnel expenses\* to hire at regional AHEC centers increases:**

- Programming in more high schools
- Support to students across the state
- Work with students in technical schools
- Collaboration with more community partners
- Bridging the gap for students between high school and health careers education programs



## **\$145,000 for funds for programmatic use will provide:**

- More standardized test preparation
- More workshops and certifications
- More materials for skills labs and hands-on experiences

*\*0 state FTEs: AHEC regional centers are subcontracted entities and personnel are not state employees*

# Success Story: CNA Program



## Mid-Carolina AHEC's Certified Nurse Assistant Training Program

- High school seniors who completed at least 100 hours of Health Careers Program activities were eligible to enroll
- Since 2013, 27 students have become Certified Nursing Assistants while in high school

# Vanessa's Story



- 8<sup>th</sup> grade HCP feeder program
- Mid-Carolina certified nurse aid training program
- HOSA officer
- Bright future

# Vanessa's Story

*"The Mid-Carolina 8<sup>th</sup> Grade Program was the best decision that I could have made for myself. Not only did it help me realize the true passion I have for healthcare, but it also opened doors for me and gave me opportunities that I otherwise would not have had. The program gave me the chance to make friends and network with others who are interested in the same field, as well as get a jumpstart on pursuing my future career of becoming a physician assistant."*

-Vanessa H., CNA

*"AHEC has had a profound effect on my child's future. Vanessa began the program in 8<sup>th</sup> grade and through that, her interest was sparked regarding healthcare. She was able to learn very viable skills at a young age that have only kept growing as she progressed. I am very thankful to Erica Davis and AHEC for influencing my child's future."*

-A.H., Vanessa's Parent

*"Vanessa is very dedicated to the care of her patients. She is always willing to do extra for her patients. Her compassion for healthcare shows in her work. She has a calming effect to ease her patients' minds. She is bright and friendly to all. She is a great asset to the Geriatric Unit."*

-S.S., RN, Nurse Manager, Geriatric Unit, Three Rivers Behavioral Health

# Questions?

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**[www.scahec.net](http://www.scahec.net)**